# RESEARCH IN HIGHER EDUCATION

CHARLES F. ELTON, Editor

Journal of
The Association for Institutional Research

*Volume 22, 1985*

AGATHON PRESS, INC. • New York, NY

© 1985 Agathon Press, Inc.
111 Eighth Avenue
New York, NY 10011

**Research in Higher Education**
Journal of the Association for Institutional Research

**Volume 22** **1985**

An Allocation Model for Teaching and Nonteaching Staff in a Decentralized Institution *Frank G. Dijkman* 3

Developing Faculty Data Bases and Institutional Research Studies as Advanced Planning Mechanisms for Potential Litigation *Steve W. Batson* 19

Administrative Service and Research Performance: A Study of Chemistry Department Heads *John C. Smart and Gerald W. McLaughlin* 31

Race, Academic Achievement, and Self-Concept of Ability *Robert Lay and Julie Wakstein* 43

Student Finances and Campus-Based Financial Aid: A Structural Model Analysis of the Persistence of High Need Freshmen *Richard A. Voorhees* 65

Modifying Faculty Roles to Institutionalize Continuing Professional Education *William Toombs, Carl Lindsay, and Gary Hettinger* 93

Erratum 111

The Influence of College on Women's Choice of Teaching as a Career *Linda F. Tusin and Ernest T. Pascarella* 115

Faculty Careers: Maturation, Demographic, and Historical Effects *Janet H. Lawrence and Robert T. Blackburn* 135

Following Student Ratings over Time with a Catalog-Based System *David M. Gray and Dale C. Brandenburg* 155

Assessing Progress in the Status of Women Faculty *Patricia B. Hyer* 169

Early Career Outcomes of Baccalaureate Recipients: A Study of Native Four-Year and Transfer Two-Year College Students *John C. Smart and Corinna A. Ethington* 185

From Secrecy to Sunshine: An Overview of Presidential Search Practice *Judith Block McLaughlin* 195

AIR Between Forums 209

Comparative Career Accomplishments of Two Decades of Women and Men Doctoral Graduates in Education *Joan S. Stark, Malcolm A. Lowther, and Ann E. Austin* 219

Credentialism among Graduate Students *Martha McGinty Stodt and Wagner Thielens, Jr.* 251

Retired Academics and Professional Activity: A British-American Comparison *Lorraine T. Dorfman* 273

Conditions Influencing Faculty Voting in Collective Bargaining Elections *Deane G. Bornheimer* 291

AIR Between Forums 307

Bibliographic Retrieval for the Social and Behavioral Scientist *MaryLu C. Rosenthal* 315

Advice to Doctoral Guidance Committees from Alumni at Two Universities *Donald J. Freeman and William E. Loadman* 335

Achieving Congruent Actions and Intentions: An Empirical Assessment of Faculty Work in a Regional Public University *Mary Zey-Ferrell and Delbert Ervin* 347

Role Ambiguity in Institutional Marketing and Enrollment Management *Ray A. Muston* 371

An Assessment of the Minimum Reading Comprehension of Prospective Teachers as Defined by a De Facto Standard *Earl F. Rankin and Warren F. Lacefield* 381

AIR Between Forums 395

Author Index to Volume 22 399

Subject Index to Volume 22 400